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Remarks by Mr. DULLES and Mr. KIRKPATRICK at meeting held
Wednesday, 27 April 1955, INAUGURATING THE CAREER STAFF

MR. KIRKPATRICK: Mr. Dulles, General Cabell, members
of the CIA Career Council, and fellow employees. The Central
Intelligence Agency today celebrates a very important and significant
occasion. It is important for the intelligence community of the
United States. It is significant for you, myself, and for all members
of the Central Intelligence Agency. Today we launch the Career Staff
of the Central Intelligence Agency. The background for launching
this Staff started more than three years ago. After considerable
time and effort on the part of the CIA Career Council and Career
Boards of each Office, on July 1, 1954, the order was signed which
established the CIA Career Staff. Since that date, [redacted] staff
employees and staff agents of CIA have applied for membership.
These applications have been in process since that time, reviewed
initially by each supervisor; second, by the Head of each Career
Service; then reviewed by all of the Offices of record in the
Central Intelligence Agency; and, finally, passed on by the
CIA Selection Board. Naturally, this process has taken some time.
As of this date, [redacted] applications have been accepted; the rest
are still being processed.

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I should say that you all recognize that an individual must have been with CIA three years before his application is considered for membership in the CIA Career Staff. At the August 3 meeting Mr. Dulles said to Mr. Reynolds, "Send me an application and have it considered. I would like to be a member of the CIA Career Staff." That application has now been considered, and the CIA Selection Board is privileged to make you [indicating Mr. Dulles] the first member of the CIA Career Staff. It gives me considerable pleasure to present to you today, on behalf of the CIA Career Council, the initial membership in the Career Staff of the Central Intelligence Agency.

MR. DULLES: This day represents for me, and for all of us, a real landmark in the history of intelligence in the United States. I am glad to carry out the pledge that I made last August. It was not made in jest, it was made very seriously. When I took this job I told those in Government that I was taking this job for as long as they wanted me to serve in it. I was not looking for anything else. I can't conceive of a job more important to the Government, nor can I think of any job that would give a man or woman a better opportunity to exercise all his talents, his abilities, his ingenuity, than this particular job. Therefore, I accept this certificate with a dedication and with enthusiasm.

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I am delighted to be a member of this small group here, and of a much larger group and a growing group in the Agency as the membership in the Career Service builds up. The fact that we have over [REDACTED] applications is an extraordinary testimony to the interest and devotion of the great majority, practically the unanimity of those whom we have here and abroad serving CIA.

I probably started in intelligence before almost any of you here, and maybe before a good many of you were born, because I really started my intelligence career in 1917 when I was in Foreign Service; as a matter of fact, before anyone had ever dreamed, really, of an American intelligence agency such as we have today. And in those days, the days of World War I when I was serving in Bern, but really doing intelligence work, I developed an interest and enthusiasm for the work that has never left me. From time to time, as you know, over the years, up until the end of 1950 when I came down here, I had felt that this was the career that I wanted, and I am delighted to see that there are so many in our Organization who feel the same way.

I don't know any line of work where a Career Service is more needed than it is in intelligence. It is only through training, it is only through experience, it is only through trial and error--

and we all make mistakes--that one can build up qualities and capabilities to do good intelligence work, and it is needed all the way down the line. The person that is working in filing is just as important, in many ways, as the person that is reaching the top decisions, because if you don't have your papers before you to make those decisions, you don't make the right decision, and if they don't get there quickly you miss opportunities. So I want to tell each one of you, no matter what your particular job may be, that it is vital to the entire teamwork of the Agency. That is why we have this Career Service Staff right across the board, and we are not sectionalizing it in different departments or sections of the Agency. It is one career, with various facets, whether one is in the estimating side of the work or whether one is in the intelligence-gathering side of the work, analyzing side, administrative side-- it is all one work, one career, and one great opportunity to do service for the Government.

I had placed before me a little paper that might guide me in my remarks. I rarely accept those guides but I like to have them. I prefer to speak from the heart rather than from paper. But there was one quotation here from a remark that Bernard Baruch made that I thought was so pertinent that I would read it to you. He said:

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**"We need a new campaign in America,
a campaign to get the facts, not as
we would like them to be but as they are.
Our arsenal for war is mighty. Our
instruments for peace are many.
But they are all useless unless reason
and intelligence direct them."**

**It seems to me that is a kind of a charter for us. That is our job.
We don't deal with policy, we deal with the facts behind the policy.
We have one of the most important and vital jobs in the Government.
This Agency is daily gaining in stature and importance. It is not
a policy-making department of the Government, but there is not
a department that does not now look to us for help and guidance.
We have great responsibilities, and I am sure that now that we are
starting out with a Career Staff we can far better fill those responsibilities
than in the past.**

**I want to congratulate all of you here who have been working
so hard on this. I want to congratulate those who have so much to do
here with the training of all of us. We are on the road to real
accomplishment, and I am glad to be a member of this first group
of the Career Service Staff.**